

MINUTES OF THE SPECIAL MEETING  
OF THE  
BOARD OF TRUSTEES  
MICHIGAN STATE UNIVERSITY

March 14, 1987

The meeting of the Board of Trustees was called to order by President John DiBiaggio at 8:50 a.m. in Room 103 of the Kellogg Center.

Trustees present: Joel Ferguson, Dean Pridgeon, Barbara J. Sawyer, Kathy Wilbur, and Patrick J. Wilson.

Trustees absent: Malcolm G. Dade, Jr., Lawrence D. Owen, and Thomas Reed.

University officers present: President DiBiaggio, Provost Scott, Vice Presidents Cantlon, Dickinson, Schonbein, Stewart, Turner, and Wilkinson, and Acting Secretary Davis. Faculty Liaison representatives present: Professors June and Matthews, and Student Liaison representatives present: Heisler and Selke.

All actions taken were by unanimous vote of the Trustees present, unless otherwise noted.

1. On a motion by Mr. Wilson, supported by Ms. Sawyer, THE BOARD VOTED to approve the proposed agenda.

2. President DiBiaggio made the following comments:

- A. The President said he was pleased to report that the names of five finalists were recommended to him to select an individual to serve as Assistant to the President for State/Legislative Relations. The search committee interviewed twelve of the more than one hundred applicants. This person will assist Mr. Breslin with his day-to-day legislative activity and will be able to gain from Mr. Breslin's long experience of working with the legislature.

The President reported the outcome of the search brings Steven M. Webster, a well-qualified individual, an MSU graduate who is currently Associate Director and Higher Education Analyst of the House Fiscal Agency. Mr. Webster has an awareness of budget and State finances and has worked closely with and has strong recommendations from the leadership of both political parties. He is a very competent and trustworthy individual who has a special understanding of the higher education needs in the State. It is anticipated that Mr. Webster will begin May 1 or later when his budgetary obligations are completed.

The appointment of Mr. Webster was brought to the Board of Trustees as an information item. Mr. Webster will be invited to attend the April 8, 1987, meeting of the Board of Trustees.

Ms. Kathy Wilbur commented it has been her good fortune to know Steve Webster for a couple of years and agrees with the President's assessment that he is a man with high integrity, high intelligence, very good to work with, and very trustworthy. She thinks a great deal of Steve and looks forward to having him join Michigan State. Mr. Patrick J. Wilson also commented that Mr. Webster is a man of great integrity and applauds the selection.

- B. Provost David K. Scott said he was pleased to recommend the appointment of Dr. Lou Anna K. Simon as the next Associate Provost of Michigan State University, beginning March 16. Dr. Simon has served in a variety of roles at the University. She has an excellent understanding of the opportunities that are available to Michigan State and an equal understanding of the difficulties that Michigan State will face in achieving many of these opportunities.

Ms. Barbara Sawyer expressed that she is delighted with the Provost's selection of Dr. Simon.

President's  
Report

Steven M.  
Webster  
appointed as  
Assistant to  
President for  
State/Legislative  
Relations

March 14, 1987

President DiBiaggio commented about the appointment of Dr. Simon as Associate Provost by stating that she is a special person and he is a great admirer of Dr. Simon. The comments received from the North Central accreditation team were extraordinarily positive about Dr. Simon, her efforts, and the way she assisted the evaluation team with the information prepared. Dr. Simon is the kind of individual Provost Scott requires as an Associate and will be of enormous assistance in dealing with the issues that must be addressed.

On a motion by Mr. Wilson, supported by Ms. Sawyer, THE BOARD VOTED to approve the following personnel action.

#### Appointment

1. Simon, Lou Anna K., AN-Professor, Educational Administration, College of Education; Associate Provost, Office of the Provost, \$76,000, to change from Assistant Provost for General Academic Administration, effective March 16, 1987.

- C. President DiBiaggio reported he was pleased to recommend the appointment of Ms. Mary Elizabeth Kurz as General Counsel. Ms. Kurz is extraordinarily well qualified to serve in this very important role.

President DiBiaggio outlined the selection process. An evaluative team was brought to Michigan State to consult and advise as to what the structure should be for legal affairs at the University. The team recommended that we appoint a General Counsel and that the Counsel be permitted, immediately, to select two additional attorneys and thereafter to expand as required to meet the legal needs of the University. It was recommended that the University undertake a broadly-based search to identify the very best possible candidate. Vice President Roger Wilkinson chaired the search committee which was highly representative of the University community and included MSU Trustee Patrick Wilson, who is an attorney. There were a significant number of applications and nominations. A substantial process was undertaken to review and select the nine candidates who were invited to interview. The names of four candidates were recommended to the President and he and the Chairperson of the Board of Trustees, Malcolm Dade, interviewed the finalists together. All of the finalists were qualified and had the credentials to serve the University well. There was discussion with Mr. Wilson, as a Trustee and an attorney, for his evaluation of the candidates.

President DiBiaggio reviewed Ms. Kurz's educational and employment background and credentials. He reported the recommendations were incredibly positive indicating that she is an extremely hard worker, very competent and very effective in her relationship with others. Likewise, he believes she is an individual who will fit extraordinarily well into the Michigan State system.

Ms. Kurz will fulfill her responsibilities and obligations at Montana, but has agreed to come for abbreviated visits to select staff, establish an office, and perhaps begin to interview candidates for the other legal positions. Ms. Kurz has a clear understanding of the kinds of responsibilities she will have at Michigan State and has an equally clear understanding of the need for staff to be employed.

Vice President Roger Wilkinson, Chairperson of the General Counsel Search Committee, commented about the membership of the Committee which was outstanding and represented various points of views. He reported that the Committee is pleased with the recommendation of the President. The references stated that Ms. Kurz is cooperative, professional, can make the difficult decision, is very bright, a solid person, and has a good sense of humor. She will have a good working relationship with the Board, the President and the University community.

During the interviews, a great deal of emphasis was placed on preventative law and how MSU can review and improve procedures and policies in order to avoid litigation in certain situations.

Personnel  
Actions

Appointment

Lou Anna K.  
Simon  
Associate Provost

March 14, 1987

Personnel  
Actions cont.

Mr. Wilson also commented about the Committee and the candidates for the position. The Committee put forth four candidates for the consideration of the President. The most outstanding candidate surfaced as the recommendation of the President. Mr. Wilson said he was struck by Ms. Kurz's ability to analyze the difficult questions the committee posed to her. He believes she will be able to dive into and consume the various legal concerns of the University. Mr. Wilson further stated Ms. Kurz is a hard worker and he is delighted with the President's recommendation.

Mr. Wilson indicated there was some concern by one or more Trustee, including himself, whether the broadly-based committee was the best way to select a General Counsel. Mr. Wilson said he is convinced that the insight of the Committee members is invaluable, and the results of the Committee's effort prove that they did, in fact, find a front-line lawyer who can serve this University well. He said he is without reservation and supports the recommendation of the President and urged his colleagues to do the same.

As Vice Chairperson of the Board of Trustees, Mr. Wilson commented that Mr. Lawrence D. Owen, in a letter to Chairperson Malcolm G. Dade, Jr., expressed his concern of the General Counsel Search Committee and asked to have his reservation noted for the record. As Mr. Dade was unable to be at the Board Meeting because of car trouble, Mr. Owen's letter was not available to be read at the meeting. (A copy of Mr. Owen's letter is on file in the Office of the Secretary of the Board of Trustees.)

Ms. Sawyer expressed appreciation of the fact that a Trustee served on the Committee, since the Board has a special relationship to the General Counsel. Therefore, she felt it was appropriate that a Trustee was involved. She said the dedication of Mr. Wilson as a committee member is admirable.

On a motion by Mr. Ferguson, supported by Mr. Wilson, THE BOARD VOTED to approve the following personnel action.

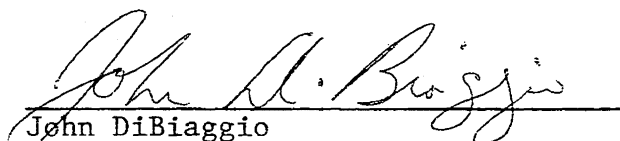
AppointmentMary Elizabeth  
Kurz  
General CounselAppointment

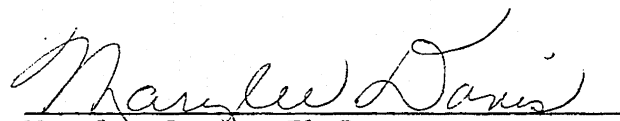
1. Kurz, Mary Elizabeth, AN-General Counsel, \$77,500, effective May 1, 1987.

President DiBiaggio said he expects to work very well with Ms. Kurz who is a person of intelligence and integrity. The President expressed gratitude for the committee's effort.

Mr. Wilson thanked Ms. Brenda Spackman for her work with the Committee as it was quite an effort which she did well.

3. The meeting was adjourned.

  
John DiBiaggio  
President

  
Marylee Davis, Ph.D.  
Acting Secretary